

## WORK LIFE BALANCE OF WOMEN EMPLOYEES IN PRIVATE COMPANIES

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### ***Abstract***

*In women's life art of doing lies in balancing among work, non-work and family aspects of life.. Primary data is collected through administrating structured questionnaire from 100 women employees in private companies of Tirupur District. With the objectives To determine the factors influencing work life balance of women employees in private companies. Hypothesis is framed to find Monthly income, marital status influence work life balance of women employees in private companies. The collected data is analyzed by using statistical tools like Simple Percentage, ANOVA, Friedman's Ranking Test. Thus the study concludes that self management is the first factor of the women employees in private companies towards the work life balance.*

*Keywords: private, work, life, art, employees, women, management, self, mother, balance ,etc.,*

### **INTRODUCTION**

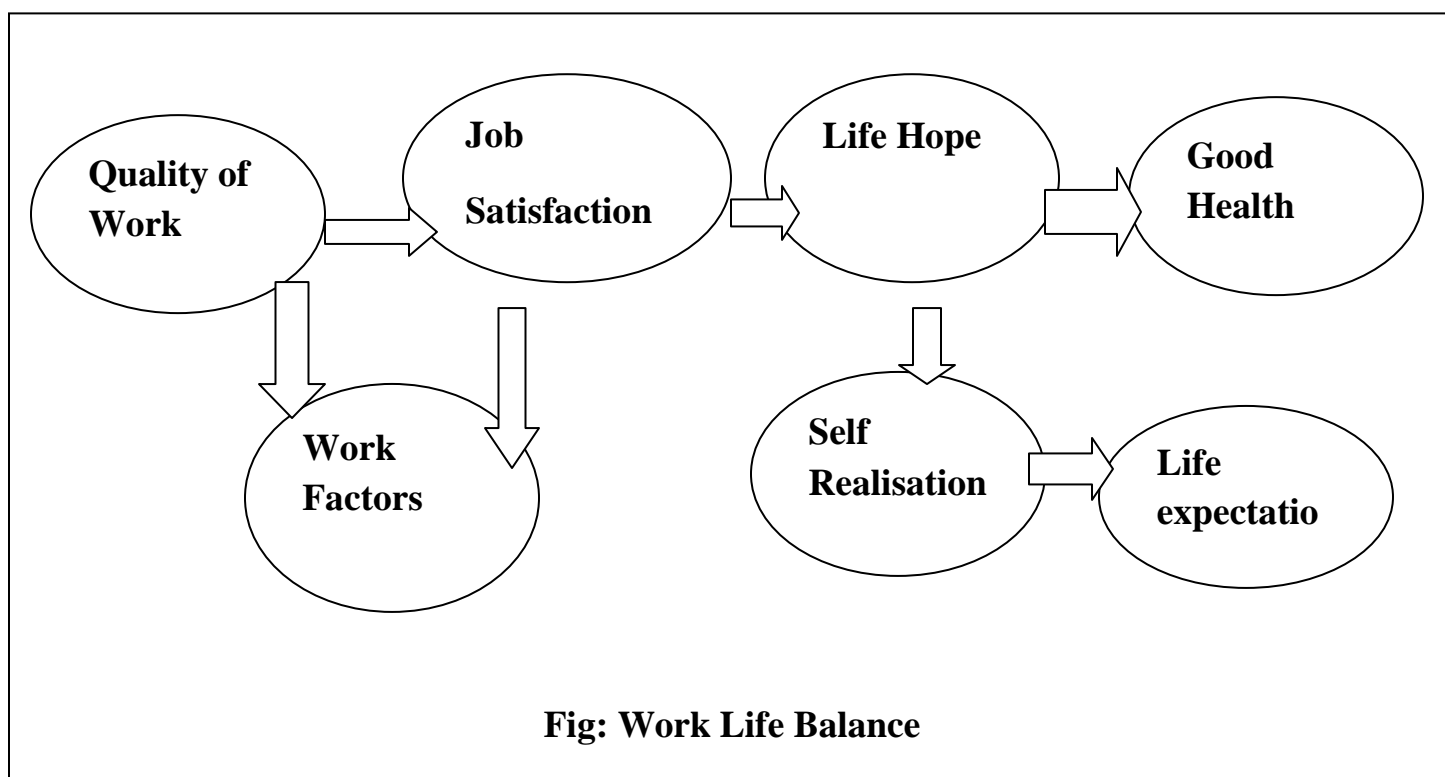
A working mother is carrying the pains of her child crying at home till she returns at house indicating stress, pressure, love, affection and it has a great influence on overall quality of life. In women's life art of doing lies in balancing among work, non-work and family aspects of life. Work life balance provides good relationship among work, non-work and family life should not be strained by working hours, including business travel, transfers, vacations etc.

In recent days work & life both are the important aspect for women employees to manage. This is very important especially women employee have to balance the status between personal & professional lives. Women should understand how much & how long they require to work hard so that at the end it is going to be win- they have to satisfy both family and organization. In older days women is always to be more responsive towards their family responsibilities but they also act as professional in world hence they are equally responsive

towards their work also. Working women are balancing with all the problems at home as well as at work. They are daughters, sisters, wife, mother, financier of the house, home maker, etc.,

The following are some of the components they are beautifully managing in their day to day life:

- ✓ Self Management
- ✓ Family Management
- ✓ Health Management
- ✓ Time Management
- ✓ Stress Management
- ✓ Finance Management
- ✓ Technological management
- ✓ Change Management



**Mandatory steps to formulate Work Life Policy**

- ❖ Identification of the need for introducing WLB Policy.
- ❖ Formulate the policy on WLB based on the company's vision & mission's statement.
- ❖ Conduct workshops to enhance knowledge and necessity of this policy.
- ❖ Communicate the policy to all the employees and implement the policy of maintain regular feedbacks & suggestions.
- ❖ Update any changes that have been made to all employees.

**REVIEW OF LITERATURE**

**Vijaya Mani (2013)**, examined a sample population of women employed in different occupations, in balancing work and life in Tamil Nadu, India. The study was carried out by conducting a survey among respondents who were first generation women earners. Data required for the study were collected by cluster-random sampling along with semi-structured interviews and a questionnaire. The collected data was analysed in order to explore the sensitivity of women and their perceptions of the society as well as to highlight the values, attitudes and beliefs of women in the formal work organizations and primary family system. Findings of the study revealed that role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women professionals in India.

**Shilpi Kulshrestha**, examined the concept of work-life balance and to explain its significance with special reference to female employees working in Private Banking sector in Jodhpur city. The researcher explains that work-life balance is a key area for quality concern gurus, who believes that balance between work and life is of vital importance when it comes to performance of the workforce. The study area selected for the study was Private Banks in Jodhpur to find out whether the working female employees were able to practice a sense of control and a balance between Professional and family life. In this study the findings revealed that banking sector of Jodhpur is suffering through intense work life imbalance.

**Mansi Tiwari (2017)**, revealed that employees are key asset of the organization & it becomes more obligatory for the employers when it comes to female employees. In this study researcher explains that female employees are playing dual role, one at the workplace and another at their home. In this study the researcher analysed about how the lives of female employees are getting affected due to improper balances in their professional & personal life. This study also investigated about what is more obstructing, family obstructs work or work obstructs family and how these imbalances are creating problems like stress, intention to leave, burnout on the part of female employees. The study give suggestions regarding what else could be done to improve the work life balances in the life of female employees especially

### **OBJECTIVES OF THE STUDY**

1. To study the present working scenario of women employees in private companies
2. To determine the factors influencing work life balance of women employees in private companies.

### **LIMITATIONS OF THE STUDY**

- ❖ The statistical method used to analyze the data has their own limitation.
- ❖ All the limitations of primary data are applicable to this study.
- ❖ The study is applicable only to the women employees in Tirupur District.
- ❖ The results of the study are based upon the views expressed by the women employees.

### **RESEARCH METHODOLOGY**

Primary data is collected through administrating structured questionnaire from 100 women employees of Tirupur District. The collected data is analyzed by using statistical tools like Simple Percentage, ANOVA, Friedman's Ranking Test.

### **HYPOTHESIS**

- Monthly income influence work life balance of women employees in private companies
- Marital status influence work life balance of women employees in private companies

## ANALYSIS AND INTERPRETATION

**Table No.1**

**Personal Profile**

<b>Factors</b>	<b>No. of Respondents</b>	<b>Percentage</b>
<b>Area of residence</b>		
Rural	34	34
semi rural	42	42
Urban	24	24
<b>Age</b>		
Less than 30 years	33	33
31-45 years	38	38
Above 45 years	29	29
<b>Educational Qualification</b>		
Upto School level	48	48
UG	27	27
PG	25	25
<b>Marital status</b>		
Married	47	47
Unmarried	53	53
<b>Type of Family</b>		
Nuclear	56	56
Joint	44	44
<b>Monthly Income</b>		
Upto Rs.15,000	30	30
Rs.15,000 to Rs.30,000	40	40
Rs. 30,000 to Rs. 45,000	30	30

Table no.1 describes the demographic profile of the women employees. Out of 100 respondents who were taken for the study: it has been identified that most (42%) of the women employees belong to semi-urban area, (38%) of the women employees belong to 31 to 45 years, most (48%) of the women employees studied up to School level, (53%) of the women employees are unmarried, (56%) of the women employees belong to nuclear family and (40%) of the women employees monthly income is between Rs.15,000 to Rs.45,000 .

- **ANOVA** was used to compare the mean score of more than two groups of demographic variables like monthly income, marital status influence work life balance of women employees in private companies.

Null hypothesis: On an average different monthly income of women employees have the same opinion on work life balance.

**Table 2**  
**ANOVA between monthly income and opinion of the women employees towards work life balance**

Factor	Monthly income	N	Mean	S.D	Z	Sig
Monthly income	Up to Rs.15,000	30	22.0870	3.62959		
	Rs.15,000 to Rs.30,000	40	21.2353	4.02383		
	Rs. 30,000 to Rs. 45,000	30	22.2667	5.09154		

From the Table 2, it is understood that the calculated values were greater than the 5% level of significance and the null hypothesis is accepted. It is inferred that, On an average different monthly income of women employees have the same opinion on work life balance.

Null hypothesis: On an average marital status of women employees have the same opinion on work life balance.

**Table 3**  
**ANOVA between marital status and opinion of the women employees towards work life balance**

Factor	Marital status	N	Mean	S.D	Z	Sig
Marital Status	Married	47	23.83	3.97	0.448	0.814
	Unmarried	53	23.55	5.15		

From the Table 3, it is understood that the calculated values were greater than the 5% level of significance and the null hypothesis is accepted. It is inferred that, On an average marital status of women employees have the same opinion on work life balance.

**Table No.4**  
**Women Employees Work Life Balance– Friedman Rank Test**

Factor	Average	Rank
Family Management	4.4	3
Time Management	3.3	5
Technology Management	2.8	6
Quality Management	5.9	2
Self Management	6.6	1
Change Management	1.4	7
Health Management	3.9	4

The above table shows about the Friedman Rank Test for women employees work life balance shows that there is a relationship between the ranks given. The factor of the women employees in private companies towards the work life balance through Friedman rank test is founded. It is found that majority of the women employees revealed that Self Management is first ranking factor and it is followed by other factors.

## CONCLUSION

As per the researcher of the study women employees are really doing tough work to manage their family & their work responsibilities. In many families women are supported work effectively but at the same time some organization are found not to be cooperative & supportive to them financially also. It is a very big task to the women to manage and balance these two sides. Although private companies are providing more health programmes, stress free games, work life balance programmes, still there is lack of understanding. The private companies should give more support & as well as it is important for the growth of company, family, society, state & country also.

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